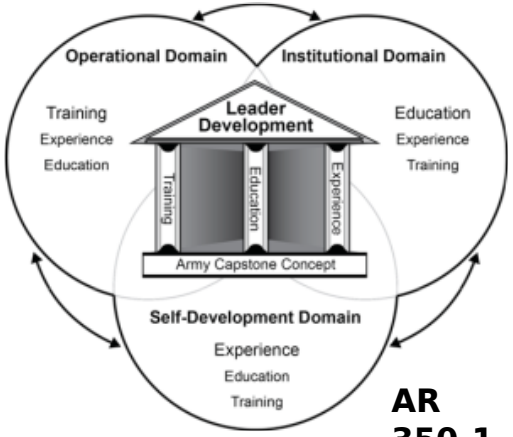
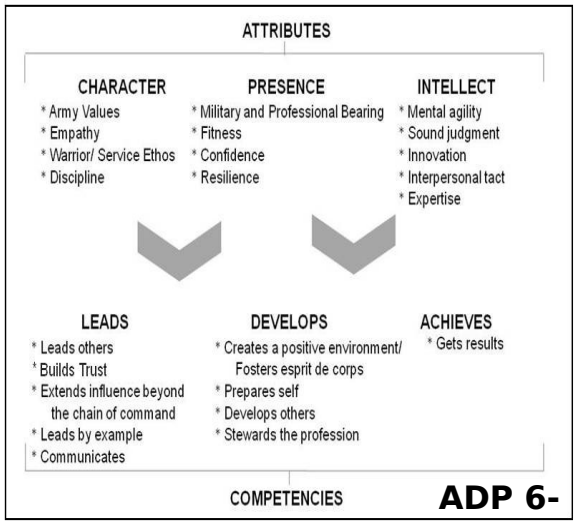
Leader Development

OUR SYSTEMS AND PROCESSES



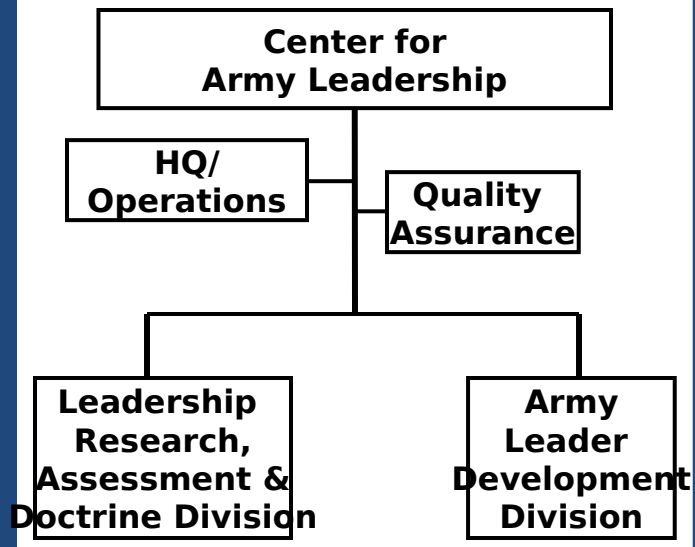
AR 350-1

Army Leader Development Model



ADP 6-22

Organization & Functions



FUNCTIONS:

- Army lead for leadership doctrine and leadership development.
- Conduct research and studies to identify leader development trends, requirements, and to develop and promote leadership and leader development practices and techniques.
- Execute the Army Multi-Source Assessment and Feedback Program, to include developing and maintaining leadership learning products in the Virtual Improvement Center (VIC).
- Manage the Army Leader Development Program.
- Develop and maintain Army Leader Development Strategy and any supporting annexes.
- Develop and execute leadership and leader development quality assurance program.
- CAC lead for L-domain (leadership component) integration, synchronization

CENTER FOR ARMY LEADERSHIP (CAL)

http://usacac.army.mil/cac2/CAL/

MISSION:

- Conducts leadership and leader development research, studies, analysis, assessment and evaluation
- Provides the Army Leadership and leader development doctrine, products and services
- Develops and maintains the Army Leader Development Strategy and annexes (as required)
- Manages the Army Leader Development Program

Doctrine/Surveys/PME

ADP/ADRP 6-22 Army Leadership

• ADP 6-22, approved by the CSA, introduces Army leadership principles
• ADRP 6-22 provides detailed explanations of principles in ADP 6-22

CAL's Annual Survey of Army Leadership (CASAL)

• Conducted Annual since 2005
• Assess and track trends in Army leader attitudes about:
  - leader development
  - the quality of leadership
  - the contribution of leadership to mission accomplishment
• Survey is completed by approximately:
  - 20,000 uniformed (active/reserve)
  - 3,000 civilian respondents
• Provides feedback to leadership (ATLDC)
• Provides reports to the field

Other CAL Surveys and Research

• Bounds of Effective Leadership
• BDE Commander Leadership Requirements

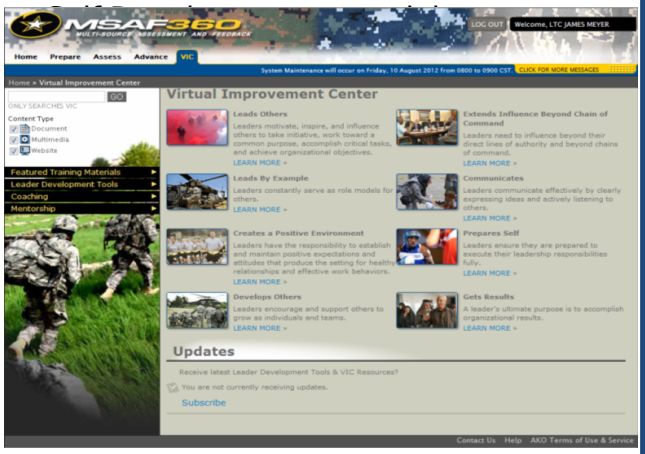
Leadership Curriculum for PME

• Proponent for leadership common core tasks and lessons for BOLC, MLC CCC, and CCFSC
• PME Stakeholders include:
  - TRADOC Deputy Commanding

MSAF / Leadership Products

• Provides development feedback to individuals on Army Leadership Competencies (ADP/ADRP 6-22)
• Provides feedback to organizations (unit roll up reports)
• Provides aggregate feedback to the institutional army
• Purpose: to increase self-awareness and facilitate leader development
• Required for all Leaders: officer, NCO & Civilian
• Approximately 150,000 Army active duty, reserve, guard, and civilian assessments since inception in 2007

Leadership Products and Services



Leader Development Strategy & Plan

Army Leader Development Strategy

• Under revision

• Aligned to CCJO, JOE 2010, ACC, AOC, FM1, ADP 3-0 and ADP 6-22

• Recognizes Paradigm Shifts and Identifies imperatives

• Articulates desired leader characteristics over time

• Applies to all cohorts/components

• Includes supporting Imperative & Army Profession Annexes

ALDS Implementation Plan

• **Army Leader Development Plan**
  - Imperatives Annex
  - Army Profession Annex
  - Army Training and Leader Development Guidance
  - Update to DA PAM 350-58
  - Policy and Regulation alignment
  - Initative Management and Integrated Priority List (IPL)
  - Governance – Army Leader Development Forum
  - Army Campaign Plan Major